



# Global Immigration alert

February 2025

## United Kingdom

### Changes to the employer guidance on right to work checks

#### Executive summary

On 12 February 2025, the Home Office published updated guidance on right to work (RTW) checks. The new guidance applies to RTW checks conducted on or after 12 February 2025.

#### Key developments

The most significant changes in this latest update relate to:

- ▶ The decommissioning of biometric cards, including Biometric Residence Permits/Cards (BRPs/BRCs). The updated guidance confirms that individuals who currently use a physical immigration document (e.g., BRP/BRC) or legacy paper document should take action to create a UKVI account to access their eVisa to prove their right to work in the UK.
- ▶ Lists of acceptable documents for manual RTW checks. The guidance now confirms that: (1) a clipped British or Irish passport is a canceled document and therefore not an acceptable proof of right to work; (2) short or long birth certificates are acceptable documents when presented with official evidence of name and national insurance number issued by a government agency or a previous employer.
- ▶ Employment of Ukrainian nationals. The updated guidance confirms the opening of the Ukraine Permission Extension scheme effective 4 February 2025. Under this new scheme, Ukrainian nationals and their eligible family members (including non-Ukrainian nationals) who have been granted leave under one of the Ukraine schemes can apply for permission to remain in the UK for a further 18 months.
- ▶ The section referring to COVID-19 temporary adjusted checks. This section has been removed.

#### Impact on employers

These updates impact all UK employers. Employers may ensure compliant RTW checks are completed before employing an individual to establish or retain a statutory excuse from having to pay a civil penalty for employing an individual who is not permitted to do the work in question.

#### Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.



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